General Assembly

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Sixty-ninth session
Agenda item 139

Resolution adopted by the General Assembly on 29 December 2014

[*on the report of the Fifth Committee (A/69/683)*]

69/251. United Nations common system: report of the International Civil Service Commission

The General Assembly,

Recalling its resolutions 44/198 of 21 December 1989, 51/216 of 18 December 1996, 52/216 of 22 December 1997, 53/209 of 18 December 1998, 55/223 of 23 December 2000, 56/244 of 24 December 2001, 57/285 of 20 December 2002, 58/251 of 23 December 2003, 59/268 of 23 December 2004, 60/248 of 23 December 2005, 61/239 of 22 December 2006, 62/227 of 22 December 2007, 63/251 of 24 December 2008, 64/231 of 22 December 2009, 65/248 of 24 December 2010, 66/235 A of 24 December 2011, 66/235 B of 21 June 2012, 67/257 of 12 April 2013 and 68/253 of 27 December 2013 and its decisions 67/551 and 67/552 A of 24 December 2012,

Having considered the report of the International Civil Service Commission for the year 2014,[1]

Reaffirming its commitment to a single, unified United Nations common system as the cornerstone for the regulation and coordination of the conditions of service of the United Nations common system,

1. *Takes note with appreciation* of the work of the International Civil Service Commission;

2. *Takes note* of the report of the Commission for the year 2014;[1]

3. *Reaffirms* the role of the General Assembly in approving conditions of service and entitlements for all staff serving in the organizations of the United Nations common system, bearing in mind articles 10 and 11 of the statute of the Commission;[2]

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[1] *Official Records of the General Assembly, Sixty-ninth Session, Supplement No. 30* (A/69/30).

[2] Resolution 3357 (XXIX), annex.

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4. *Recalls* articles 10 and 11 of the statute of the Commission, and reaffirms the central role of the Commission in regulating and coordinating conditions of service and entitlements for all staff serving in the organizations of the United Nations common system;

I

Conditions of service applicable to both categories of staff

A. Comprehensive review of the common system compensation package

1. *Takes note* of the information provided in the report of the Commission on the status of the comprehensive review of the common system compensation package;

2. *Notes* the ongoing work of the Commission on the comprehensive review of compensation, and looks forward to considering the results of this exercise at the seventieth session of the General Assembly;

3. *Requests* the Commission to provide, at the first part of the resumed sixty-ninth session of the General Assembly, an informal briefing on the progress of the comprehensive review of compensation;

B. Health insurance

Approves the recommendation of the Commission to maintain at their existing ratios the current apportionment of health insurance premiums between the Organization and both active and retired staff participating in United States and non-United States health insurance plans;

C. Mandatory age of separation

1. *Takes note* of the analysis undertaken by the Commission, as requested in General Assembly resolution 68/253, on the impact of the suggested change in the mandatory age of separation on workforce and succession planning frameworks and all relevant human resources management policies;

2. *Decides* to raise the mandatory age of separation to 65 years for staff recruited before 1 January 2014, taking into account the acquired rights of staff, and requests the Commission to revert to the General Assembly with an implementation date at its earliest opportunity, but no later than the seventy-first session of the General Assembly, after consultations with all the organizations of the common system;

II

Conditions of service of staff in the Professional and higher categories

A. Gender balance in the United Nations common system

Notes with disappointment the insufficient progress made with regard to achieving the goal of 50/50 gender balance in the United Nations common system, especially in the Professional and higher categories, requests the Commission to encourage the organizations of the common system to fully implement existing gender balance policies and measures, and encourages the Commission to continue

to monitor progress in achieving gender balance and to report thereon in compliance with the decision contained in paragraph 137 of the report of the Commission;

B. Diversity in the United Nations common system

Welcomes the decision of the Commission contained in paragraph 149 of its report, requests the Commission to continue to recommend measures that would be more favourable to diversity, and encourages the Commission to continue its periodic reviews and reports on all diversity-related issues in the common system;

C. Base/floor salary scale

Recalling its resolution 44/198, by which it established a floor net salary level for staff in the Professional and higher categories by reference to the corresponding base net salary levels of officials in comparable positions serving at the base city of the comparator civil service (the United States federal civil service),

Approves, with effect from 1 January 2015, as recommended by the Commission in paragraph 157 of its report, the revised base/floor scale of gross and net salaries for staff in the Professional and higher categories, as contained in annex III to the report;

D. Evolution of the margin and margin management around the desirable midpoint

Recalling section I.B of its resolution 51/216 and the standing mandate from the General Assembly, in which the Commission is requested to continue its review of the relationship between the net remuneration of the United Nations staff in the Professional and higher categories in New York and that of the comparator civil service employees in comparable positions in Washington, D.C. (referred to as "the margin"),

1. *Reaffirms* that the range of 110 to 120 for the margin between the net remuneration of officials in the Professional and higher categories of the United Nations in New York and officials in comparable positions in the comparator civil service should continue to apply, on the understanding that the margin would be maintained at a level around the desirable midpoint of 115 over a period of time;

2. *Notes* that the estimated margin between net remuneration of the United Nations staff in grades P-1 to D-2 in New York and that of officials in comparable positions in the United States federal civil service in Washington, D.C., for the period from 1 January to 31 December 2014 is 117.4 and that its five-year average (2010–2014) stands at 116.4, which is above the desirable midpoint of 115;

3. *Recalls* section II.B, paragraph 5, of its resolution 68/253, and requests the Commission to continue action to bring the calendar year margin to around the desirable midpoint, without prejudice to any future decision of the General Assembly;

4. *Requests* the Commission to further examine issues relating to margin management in the context of its ongoing comprehensive review of compensation;

E. Post adjustment matters

Recalling its request, contained in its resolution 68/253, that the Commission submit proposals on synchronizing the post adjustment cycles at headquarters duty stations,

1. *Takes note* of the decision of the Commission to review the post adjustment classifications of all headquarters and other group I duty stations once a year, on the anniversary date of the post adjustment classification review for New York;

2. *Also takes note* of the decision of the Commission to refer the question of the continued use of the 5 per cent rule for group I duty stations for consideration by the Advisory Committee on Post Adjustment Questions, in the context of its review of the operational rules governing the post adjustment system;

III

Conditions of service of staff in the General Service and other locally recruited categories

Notes the intention of the Commission to review the compensation package for staff in the General Service and National Professional Officer categories once the review of the compensation package for staff in the Professional and higher categories is completed.

77th plenary meeting
29 December 2014